

EFFECTIVE LEADERS: A PARADIGM SHIFT

Arkansas Department of
Labor and Licensing

900 W. Capitol Avenue; Suite 400
Little Rock, Arkansas 72201

www.labor.arkansas.gov

**SLC 2025
SAIL**

Ralph T. Hudson
DIRECTOR
Division of Labor
Arkansas
Department of
Labor and
Licensing



EFFECTIVE LEADERS

“The day your soldiers stop bringing you their problems is the day you have stopped leading them. They have either lost confidence that you can help or concluded that you do not care. Either case is a failure in leadership.”

Colin Powell, Four Star General, U.S. Army



EFFECTIVE LEADERS

“The day your soldiers stop bringing you their problems is the day you have stopped leading them. They have either lost confidence that you can help or concluded that you do not care. Either case is a failure in leadership.”



EFFECTIVE LEADERS

General Powell gives two simple reasons that he can conclude that leadership has failed...

“...They have either **lost confidence that you can help**” or...

“...**concluded that you do not care.**”

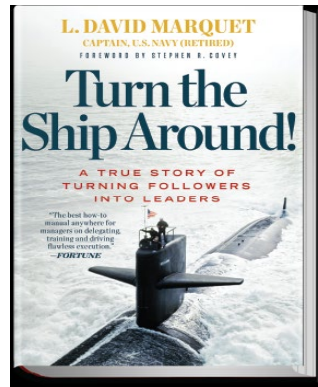


EFFECTIVE LEADERS

Either case is a **failure in leadership.**”



TAKE CARE OF YOUR PEOPLE



David Marquet of “Turn the Ship Around” fame records a weekly “Leadership Nudge” on YouTube: https://www.youtube.com/watch?reload=9&v=93AMeLZ86ak&feature=youtu.be&inf_contact_key=4b9980609e61046b242987f5a7c3966b680f8914173f9191b1c0223e68310bb1



FOUR NEEDS OF YOUR PEOPLE

TRUST

COMPASSION

STABILITY

HOPE



TRUST

“The greatest leader is not necessarily the one who does the greatest things. He is the one who gets the people to do the greatest things.”

Ronald W. Reagan



COMPASSION

“Leadership comes in small acts as well as broad strokes.”

Carly Fiorina



STABILITY

“The ultimate measure of a man is not where he stands in moments of comfort and convenience, but where he stands in times of challenge and controversy.”

Martin Luther King, Jr.



HOPE

***“Few things in the world are more powerful than a positive push. A smile. A world of optimism and hope. A ‘you can do it’ when things are tough.” –
Richard M. DeVos***



EFFECTIVE LEADERS

HELP = Trust/Stability

- Respond appropriately
- Fix problems immediately
- Empower people
- Provide Training
- Encourage
- Enable

CARE =

Compassion/Hope

- Give empathy
- Show strength
- Act with integrity
- If you say you will do something, do it
- Be there outside of work
- Know **your** people
- Know **their** jobs



SERVANT LEADERSHIP

There's a term for this kind of leadership :

SERVANT LEADERSHIP

...and there is a lot of information out there on this style. But, here's a cursory look at the concept.



SERVANT LEADERSHIP

Servant leadership is a leadership philosophy in which the main goal of the leader is to serve. This is different from traditional leadership where the leader's main focus is the thriving of the company or organization. A Servant Leader shares power, puts the needs of the employees first and helps people develop and perform as highly as possible. Servant leadership inverts the norm, which puts the customer service associates as a main priority. Instead of the people working to serve the leader, the leader exists to serve the people. https://en.wikipedia.org/wiki/Servant_leadership

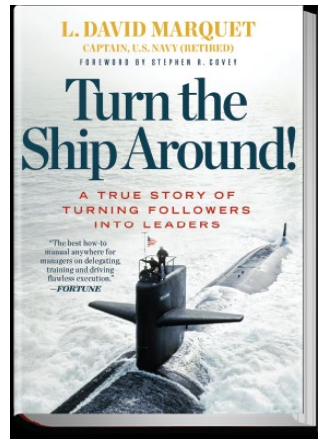


REMEMBER...

A Servant Leader shares power, puts the needs of the employees first (**cares**) and **helps** people develop and perform as highly as possible.



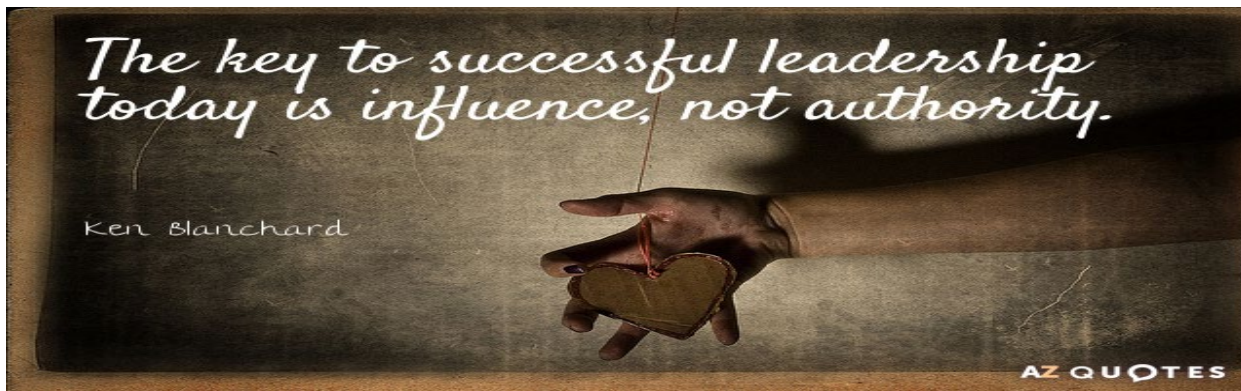
SHARING POWER



<https://www.youtube.com/watch?v=pYKH2uSax8U&feature=youtu.be>



CONTACT INFORMATION:
RALPH.T.HUDSON@ARKANSAS.GOV
501.682.4500



Arkansas Department of
Labor and Licensing

900 W. Capitol Avenue; Suite 400
Little Rock, Arkansas 72201

www.labor.arkansas.gov